



United States Department of the Interior

BUREAU OF LAND MANAGEMENT

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Information Bulletin No. **CA-2005-049**

To: All Employees

From: Deputy State Director, Support Services

Subject: Termination of Special Salary Rates

On May 1, 2005, the Office of Personnel Management changed a number of special salary tables as a result of the President's Federal Workforce Flexibility Act of 2004. Because of this change, your entitlement to a special salary rate is eliminated if your locality rate is higher. **The termination of the special rates will not result in a loss in pay, since all affected employees will continue to receive the higher locality rate.**

If you were affected by the termination of a special pay rate, your base pay was set under one of the following adjustments, effective May 1, 2005.

- If your base pay (special salary rate) is equal to the one of the steps on the regular pay table, this will be your new step.
- If your base pay (special salary rate) falls between two steps on the regular pay table, then your pay will be set at the higher step.
- If your base pay (special salary rate) is more than the step 10 on the regular pay table, then you will be entitled to retain your pay under pay retention provisions.

Please note that under the pay retention provisions, you are eligible to receive 50% of any pay adjustments, but not within-grade increases. Pay retention continues until you are entitled to pay that is the same as or higher than your retained pay.

As locality rates increase from year to year, there is the possibility of future effects on special pay rates being terminated.

To view current special salary rate tables or to find an individual rate table by occupation and agency on the web, please use OPM's web application located at: <http://apps.opm.gov/ssr/tables/index.cfm>. For additional guidance or assistance, you may contact Federica Lee of the Human Resources Office at (916) 978-4468.

Signed by:
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